

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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HOUSE BILL 1065

Short Title: Correct G.A. Pay Inequities.

(Public)

Sponsors: Representatives Fitch; Easterling and H. Hunter.

Referred to: Public Employees.

April 19, 1993

A BILL TO BE ENTITLED

1 AN ACT TO CORRECT INEQUITIES IN THE SALARIES OF EQUALLY
2 QUALIFIED MINORITIES, FEMALES, AND WHITE MALES EMPLOYED BY
3 THE NORTH CAROLINA GENERAL ASSEMBLY.
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5 The General Assembly of North Carolina enacts:

6 Section 1. (a) The administrative officer of the General Assembly shall:

- 7 (1) Identify within occupational categories salary inequities among
8 equally qualified employees of the General Assembly within
9 subgroups, specifically including minorities, females, and white males.
10 For the purposes of this section, a salary inequity means a difference of
11 at least fifteen percent (15%) between the salaries of employees in the
12 same job classifications whose employment statuses are relatively
13 equal with regard to the following factors:
14 a. Education,
15 b. Related work experience,
16 c. Level within the organization,
17 d. Length of service, and
18 e. Performance level.

- 19 (2) Submit a request to the Legislative Services Commission to correct
20 salary inequities.

21 (b) The administrative officer of the General Assembly shall determine the extent
22 of salary inequities among employees of the General Assembly by July 1, 1994, and
23 shall report the amount of funds necessary to correct salary inequities to the Legislative
24 Services Commission.

1 (c) The administrative officer of the General Assembly shall submit to the
2 Legislative Services Commission a report of salary adjustments under this act. The
3 report shall reflect by division the following data:

- 4 (1) By occupational category, the total number of requests made;
5 (2) The total number of adjustments made; and
6 (3) Demographics of those persons whose salaries were adjusted.
7 Sec. 2. This act becomes effective July 1, 1993.